

**IN CONSIDERATION OF OTHERS, PLEASE MUTE ALL
ELECTRONIC DEVICES**



**AGENDA
MARINETTE COUNTY BOARD OF SUPERVISORS**

Tuesday, October 25, 2016

9:00 a.m.

County Board Room

Third Floor, Marinette County Courthouse

1. Call to order by Chair
2. Roll call by Clerk
3. Pledge of Allegiance
4. Moment of silent prayer
5. Approval of agenda/amendments/addendums
6. Public Comment – Procedure indicated at end of agenda
7. Approval of minutes – September 20, 2016
8. Proclamations – *None*
9. Reports of outside agencies and others – discussion – *None*
10. Reports of Administrator, Department Heads and Elected Officials – discussion
 - Introduction of Veterans Service Officer Tom Doyle
 - Facilities Director Martin C. Keyport – annual report
 - Child Support Director Tracy Tilot – annual report
 - Court Commissioner/Register in Probate Francis M. Boyle – annual report
 - Corporation Counsel Gale R. Mattison – annual report
11. Announcements/Resignations/Appointments – discussion, action if any
 - Notice of Committee Appointments
12. Petitions and accompanying documents – discussion, action if any - *None*
13. Ordinances – discussion, action if any - *None*

14. Resolutions – discussion, action if any

#462-16 Support to Secure State Funding for Communicable Disease Control

15. Study Recommendations – discussion, action if any - *None*

16. Motions – discussion, action if any

- “2017 Budget Message” – County Administrator – discussion only
- Revised 2017 Capital Improvement Plan and funding options – discussion only

Finance

- a) Approve amending 2017 Budget to reflect \$348,500 increase in Highway Maintenance funding
- b) Approve GHT 2017 health insurance plan by closing existing Plan A, transitioning all county employees to plan “B” as set forth on page 1 of exhibit, with authority for Human Resources and Administrator to continue to negotiate terms and implementation
- c) Approve directing \$200,000 toward an employee 2017 Health Reimbursement Account (HRA) option to be applied towards deductibles and co-insurance, with authority for Human Resources and Administrator to continue to negotiate terms and implementation

Executive

- d) Approve negotiated three-year County Administrator Employment Agreement effective January 1, 2017

Forestry

- e) Approve the request from Kenneth Sedmark for Marinette County to convey any and all interest in Parcel #008-00815.000 to current owner with current owner to pay all costs associated with drafting and recording deed

Personnel

- f) Approve creation of one full-time (40hrs/wk) Transportation Coordinator position
- g) Approve Amendment 58 to the Personnel Policies and Procedures Manual Section 1.26 Excused Absences (a) Vacations

- h) Approve Amendment 59 to the Personnel Policies and Procedures Manual Section 1.10 Classification and Compensation Plans (a) Classification (5) Status Changes to Existing Positions
- i) Approve Amendment 60 to the Personnel Policies and Procedures Manual Section 1.29 Benefits (d) Life Insurance

Building and Property

- j) Approve purchase of 2017 Chevrolet Express 2500 LS passenger van from Koehne Chevrolet Buick GMC for \$28,220.50
- k) Approve purchase of 2017 Dodge Grand Caravan SE from Ewald Chevrolet Buick for \$23,334.50

- **Addendum(s) – if applicable**

17. Reports of Standing and Other Committees – discussion

18. Communications – discussion

19. Adjournment

Attachments

- Minutes
- 2016 Department Head Reports
- 2016/2017 Meeting Calendar
- 2016 Refreshment Schedule
- Public Comment Procedure

Next Meeting Date – **Tuesday, November 8, 2016**

Payroll Deposit Date – **Friday, November 11, 2016**

If Board members have questions regarding any agenda item, please contact the County Administrator, or appropriate Department Head, prior to the meeting.

COMMITTEE APPOINTMENTS

Committee/Citizen Members	Representation	Term Expiration Date	Term Length	Term Limitations
Civil Service Commission Connie Clayton	Citizen at Large	12/31/2016	5 year staggered term	No term limit
Bay Lake Regional Planning Commission Vacant - Governor Appointment	Marinette County	10/2/2020	6 year staggered term	No term limit
Chapter 5 Grievance Committee Vacant	Citizen at Large	Unlimited	Unlimited	Unlimited
Criminal Justice Coordinating Committee Rose O'Hara (1st Term)	Citizen at Large	12/31/2016	Two year term	No more than 2 consecutive terms
Elderly Services Joe Policello (2nd Term) Gilbert Engel (1st Term) John Matelski (1st Term)	County Board County Board Citizen	12/31/2016 12/31/2016 12/31/2016	3 year staggered term	No more than 2 consecutive terms
Health & Human Services Board Marilyn Lawson	Registered Nurse	12/31/2016	3 year staggered term	No term limit
Housing Authority John Berg	Citizen	12/31/2016	5 year staggered term	No term limit
Industrial Dev Corp (Revolving Loan) Shelly Ghere Greg Goetzman	MCABI Lending Institution	12/31/2016 12/31/2016	2 year staggered term	No term limit
Land Information Council Registered Land Surveyor - Vacant Assessor employed within the County - Vacant Abstractor employed within the County - Vacant		12/31/2016 12/31/2016 12/31/2016	2 years	No term limit
County Consolidated Library Board and Planning Committee Lois Outcalt Pat Mans	City of Niagara School Superintendent	12/31/2016 12/31/2016	3 year staggered term	No term limit
Veterans Service Commission Vacant William Kowalski	Marinette County Veteran	11/30/2017 11/30/2016	3 year staggered term	No term limit
Zoning - Board of Adjustment Vacant	2nd Alternate	6/30/2019	3 year staggered term	No term limit

The Elderly Services Board recommends appointment names of new members to the County Administrator, if interested in serving on the Elderly Services Board, please contact Pam Mueller Johnson at 715-854-7453 or aging@mces.net.

If any County Board member knows of a citizen interested in serving on one of the above citizen committees, please inform the citizen to send a letter of interest to Kari LaCount, 1926 Hall Avenue, Marinette, WI 54143 or klacount@marinettecounty.com. The final date Administration will accept letters of interest is December 4, 2015.

Appointment recommendations for the above committees will be submitted to the County Board in the month in which the appointment expires.

Any current members interested in renewing their membership for another term may do so by submitting a letter of interest to Administration by December 2, 2016.

RESOLUTION No. 462-16

SUPPORT TO SECURE STATE FUNDING FOR COMMUNICABLE DISEASE CONTROL

Whereas, Marinette County and Wisconsin as a whole, has no dedicated, stable federal and state funding sources for communicable disease control and prevention efforts and;

Whereas, a strong public health infrastructure is paramount to the health of all citizens, and;

Whereas, emerging and existing communicable diseases threaten health security, economies, and quality of life for all, and;

Whereas, communicable diseases such as Zika, Ebola, H1N1, measles, HIV and AIDS, tuberculosis, influenza, measles, syphilis, gonorrhea, rabies, hepatitis, polio, and pertussis, can threaten the lives and well-being of Wisconsin residents, and;

Whereas, local health department communicable disease programs protect residents by investigating and controlling communicable diseases, collecting data, educating the community about prevention and the importance of immunizations, and caring for those affected by these diseases, and;

Whereas, local health departments and the State of Wisconsin Communicable Disease Program have demonstrated commitment, competence and success in assuring the confidentiality of persons with reported communicable disease for decades, including cases of AIDS, and;

Whereas, communicable disease control is one of the ten essential functions of public health.

THEREFORE BE IT RESOLVED the Marinette County Board of Supervisors urges the state legislature to develop and enact bipartisan support for funding of comprehensive, sustainable, effective and evidence based communicable disease control and prevention for the public's health.

BE IT FURTHER RESOLVED the County Clerk is directed to forward a copy of this resolution to members of the Joint Finance Committee, Governor Scott Walker, Wisconsin Legislators representing Marinette County and the Wisconsin Counties Association.

Approved this 2th day of October, 2016 by a majority vote of a quorum of the Marinette County Board of Supervisors.

Mark Anderson, Chair

Kathy Brandt, County Clerk

Recommended: Health and Human Services Committee - October 12, 2016

Marinette County Finance Department
Fiscal Impact Statement

Number 462-16

Ordinance

Resolution

*SUPPORT TO SECURE STATE FUNDING FOR COMMUNICABLE
DISEASE CONTROL*

Fiscal Impact Statement:

No fiscal impact.

Patrick Kass

Patrick Kass
Finance Director

September 19, 2016

Date



OFFICE OF
COUNTY ADMINISTRATOR

SHAWN W. HENESSEE
COUNTY ADMINISTRATOR

KARILACOUNT
ADMINISTRATIVE SECRETARY

DATE: October 25, 2016

TO: Honorable Members of the
Marinette County Board of Supervisors

FROM: Shawn W. Hennessee

2017 ADMINISTRATOR'S BUDGET MESSAGE AND BUDGET

This budget message is to present to the Marinette County Board of Supervisors the administrator's recommended 2017 budget as required by Wisconsin Statute §59.18(5). The information contained in this message will provide oversight and highlights to the 2017 budget.

The budget process is a lengthy process involving input and effort from a number of people and all of the County Departments. I would like to specifically thank the Finance Department employees and all of the Department heads and their subordinates for their efforts in developing this budget. The format for the 2017 budget format varies significantly from 2016 since it is formulated on the new finance software system, rather than the AS400 system. I anticipate further fine tuning of the budget format in 2018 as we work our way through the new budget format and receive feedback on the new format.

THE BUDGET PROCESS

Budget requests were discussed with department heads and managers in meetings with the Administrator/Finance Director prior to the preparation of the 2017 budget presented here. The Administrator's 2017 Budget was presented to the Finance Committee with Executive Committee members invited on September 29, 2016. Formal 2017 budget adoption is scheduled for November 8, 2016.

PROPERTY TAX LIMITATION

The Governor's Biennial Budget continues to incorporate a tax levy limit and it is highly likely that these levy limits will continue to be in place for some time. This limit restricts a county's levy increase to the county's net new construction growth in equalized value otherwise known as "new growth." The County's net new construction growth for the 2017 budget was .796%. This equates to a \$121,769 allowable operating levy increase. This is a decrease over the expected new construction growth rate of 1.0% and a commensurate \$152,976 operating levy increase. This decrease in "new growth" results in a loss of \$31,507 for the operating levy. For the 2016 budget there was a loss of \$44,050 for the operating levy. The proposed budget continues to set the operating levy at the legal maximum - \$15,419,408.

EQUALIZED VALUATION

Marinette County's 2016 equalized valuation increased 2.165% to \$3,581,047,200, not including Tax Incremental Districts. This increase is due to increases in existing property valuation exceeding new construction within the county. The data used by the State of Wisconsin in calculating equalized

values lags behind the current market conditions and is based upon the prior year's activity. Wisconsin's total statewide equalized property value increased 2.4 percent over the prior year. It is expected Marinette County will follow statewide trends with equalized valuation increasing in the near future.

Fund Balance

The County's unassigned fund balance is \$8,298,417. This is an increase of \$1,390,707 over the fund balance available for the 2016 budget. The unassigned fund balance does not include \$19,058,908 in the property tax levy reduction fund, which is a dedicated to the county's general fund balance. All investment revenue generated from the property tax levy reduction fund is used to fund county services and reduce the county's tax levy.

On June 28, 2011 the County Board adopted a Fund Balance Policy. In accordance with the policy, the administrator is required to consider the County's fund balances during budget preparation. The total General Fund Unassigned Fund Balance is to be maintained at a level of no less than 17% of total regular general fund operating expenditures. The County's ending 2016 unassigned fund balance is expected to be \$6,200,000. This results in the County's Unassigned Fund Balance ratio to general fund expenditures at 28%, well within compliance with the fund balance policy but two percent lower than last year.

Levy and Rates

	<u>2016</u>	<u>2017</u>	<u>CHANGE</u>
TOTAL OPERATING EXPENDITURES	\$65,063,079	\$59,450,180	\$(5,612,899)
NET COUNTY OPERATING TAX LEVY	\$15,297,639	\$15,476,432	\$178,793
OPERATING TAX LEVY RATE PER \$1,000	\$4.364	\$4.322	\$(0.042)

The levy change is in accordance with State imposed levy limits mention above. The majority of the rate change results from the County's 2.165% increase in County equalized valuation also discussed above.

	<u>2016</u>	<u>2017</u>	<u>CHANGE</u>
TOTAL DEBT SERVICE EXPENDITURES	\$3,970,718	\$3,975,725	\$5,007
NET COUNTY DEBT SERVICE LEVY	\$878,276	\$853,246	(\$25,030)
DEBT SERVICE TAX LEVY RATE PER \$1,000	\$0.251	\$0.238	(\$0.013)

The debt service levy reflects the County Boards decision to fund capital improvements through the application of debt and sales tax collections. The 2017 CIP as currently adopted includes \$5,910,000 in new debt currently. However, there is discussion to significantly reduce CIP borrowing for 2017 from the currently adopted CIP plan, if not entirely eliminate it for 2017.

The non-lapsing funds and fund balances applied to the 2017 operating budget totals \$949,163.

Public Hearing

The 2017 budget public hearing will be held in the County Board room at 9:00 a.m. on November 8, 2016. At that time, the general public may speak to the County Board regarding the budget proposal

to give their input and thoughts. The 2017 budget will be set by the Board at that meeting on November 8, 2016.

SALES TAX

Marinette County enacted a county sales tax that has been in effect since October 1, 2001. The State of Wisconsin estimated the sales tax would generate \$2,186,000 annually in Marinette County. Estimated 2017 sales tax collections are \$3,250,000.

The amount of sales tax applied to the 2017 operating budget increased to \$400,000 from \$321,353 in 2016. Future decisions and policies on the use of County sales tax collections will need to be considered as the State imposed levy limits have restricted the County in the way it funds operations. The repeal of the sunset provision of the Marinette County sales tax significantly helps for future budgetary planning.

The decision to remove the sunset clause in the sales tax ordinance will significantly help in planning for long term debt service and planning.

STATE SHARED REVENUE

The state shared revenue estimate provided to the county indicates that the county's 2017 payment will be \$1,638,878. This represents a 2.24% increase from 2016 attributed to the Utility Aid portion of the shared revenue increasing from \$610,463 to an estimated \$646,331.

DEPARTMENTAL USER FEES

In addition to revenue from the property tax and from other levels of government, this budget reflects revenues for departments that have instituted or proposed user fees for 2017. User fees are a significant source of revenue as these fees aid in supporting the delivery of specific goods or services. Whatever the level, user fees provide only a fraction of the total support for targeted county activities; much of the cost remains funded by property taxes. The County Board approved user fees for 2017 at the September 20, 2016 meeting. On or after July 2, 2013, if a municipality adopts a new fee or a fee increase for covered services which were partly or wholly funded in 2013 by property tax levy, that municipality must reduce its levy in the current year by the amount of the new fee or fee increase, less any previous reductions. This also applies to payments in lieu of taxes. Marinette County is currently in compliance with Act 20.

2017 BUDGET HIGHLIGHTS

The following summary will identify and provide an explanation of important changes to departmental budgets and revenues from the previous fiscal year.

Funding for Employee Wage Study Adjustments – Increase in Costs	-\$350,000
Increase in State Highway Aid - Increase in Aid	+\$43,830
Health and Dental Insurance – Decrease in costs (Not currently in budget) approx..	+\$1,500,000
Health Insurance Retirees -Increase in costs (If kept in same plan)	+\$83,521
Other General:	
Increase in shared revenue from utility tax	+\$35,868
Unused Adjustment for previous year's unused levy	+\$57,024

ADMINISTRATOR'S BUDGET STATEMENT – CIP PROPOSAL AND THE YEARS AHEAD

Marinette County has utilized its Capital Improvement Program (CIP) to pay for a wide variety of projects. While many of the projects in the CIP are paid for with dedicated funds and not borrowed money, the Highway Department has almost exclusively used borrowed money to fund new road construction. The currently adopted proposed 5 year Capital Improvement Plan originally envisioned over 4.2 million in borrowing for new road construction. Additionally, the Facilities Department was originally asking for slightly over 1 million in borrowing for a variety of projects. I have asked both the Highway Commissioner and Facilities Director to go through the CIP and prioritize those projects that they feel should be the most important and to establish what the bare minimum that they believe are needed in CIP projects for their department. The Highway Commissioner has proposed reducing borrowing in 2017 for the CIP to \$1,556,000 and an increase of maintenance work of an additional \$348,500. The Facilities Director has gone through the CIP and prioritized those projects in the CIP and reduced his proposed borrowing to \$425,000. Additional borrowing was also included in the 2017 CIP of \$645,000 for the IS Department to upgrade the phone system, fiber buildout to access WiscNet and a Public Safety Software Package. The Public Safety Software package is \$500,000 of the \$645,000 IS CIP request. The changes to the Highway Department and Facilities Department CIP requests means a reduction from \$5,910,000 in CIP borrowing to \$2,974,500 in proposed CIP borrowing.

I believe that we should start transitioning from utilizing all borrowed funds to pay for road construction and facilities projects. As such, I would propose that any funds realized from health insurance savings should be placed in a designated account to pay for CIP projects. Additionally, I would propose to roll the end of year unassigned general fund balances back into this CIP fund. We also retain the option of using part of our accrued unassigned fund balance to pay for CIP improvements. Additionally, any sales tax revenue over our scheduled debt service amount could be rolled into the CIP fund. This would not require utilizing any of the funds gained from the sale of the hospital nor our service stabilization fund. If the decision is made to not utilize existing fund balance then the only way to fund the CIP will be through additional borrowing. This CIP “pot” would be what is available for CIP funding. Department heads seeking to utilize CIP would need to submit a request with a justification to the Administrator for this project to utilize CIP funding. The County Administrator would make a determination whether or not to include this project with CIP funding from the “pot” based on the justification submitted for the project and the amount of funds available for CIP projects. Any request over the amount in the CIP pot would not be allowed unless it is an extraordinary debt for a major project or the CIP “pot” was depleted and additional funds were needed. These requests for additional funds would be examined and voted for on an individual basis by the Marinette County Board.

By deferring some of these projects it is important to remember that they will cost more in the long run. For example, chip sealing a road rather than reconditioning it means that in all likelihood we will need to completely replace the road sooner and at a higher cost. However, I believe that Marinette County needs to have some clarity on the CIP and how we will proceed in the future. There will be additional projects in the future that will require additional borrowing. I believe that this proposal should give some stability and guidance to department heads. At the same time, we will need to continue to maintain a viable Highway Department into the future and address some of the critical facilities and IS needs.

FINDING EFFICIENCIES in THE YEARS AHEAD

Starting in January of 2017 I believe we should start a systematic process to re-examining the operations and funding of all departments in order to determine where any additional efficiencies can be ascertained. The addition of high speed bandwidth is a potential area that may allow for significant changes in the operations and efficiency of multiple departments. Additionally, we need to take a new look at the operations of all departments and determine if there are new processes, technologies or approaches that could be utilized to realize additional savings to the budget.

**Proposed 2017 Five Year Capital Improvement Plan
2017 EXECUTIVE BONDING PROPOSAL AND CAPITAL IMPROVEMENTS PROGRAM (CIP)**

DRAFT - 10.19.16

DIVISION/ DEPARTMENT	FUNDING SOURCE	DEPT PRIORITY	PROJECT DESCRIPTION	2017	2018	2019	2020	2021	TOTAL
Dispatch	D		Replace existing four position dispatch radio console and console furniture		\$550,000				\$550,000
	D		Replace/Refresh 911 phone system and recording system	-		-	125,000		125,000
Dispatch				0	550,000	0	125,000	0	675,000
EMERGENCY MANAGEMENT	D	1	Countywide security and surveillance camera system	-	-	93,000	-		93,000
	D	1	Public Safety Portable Radio cache update		65,000				65,000
Emergency Management				0	65,000	93,000	0	0	158,000
FACILITIES AND MAINTENANCE	D	Low	CH: Replace internally insulated ducts	150,000	-	-	-		150,000
	D	Med	Annex Membrane Roof System		100,000				100,000
	D	Med	Courthouse & Annex Building Automation System					225,000	225,000
	D	Med	Courthouse & Annex Lighting Upgrade	60,000					60,000
	D	Med	HHS Annex Membrane Roof System		125,000				125,000
	D	Med	HHS Lighting Upgrades	60,000					60,000
	D	Med	LEC Lighing Upgrades	90,000					90,000
	D	Med	LEC Membrane Roof System			400,000			400,000
	D	Med	HHS Internally Insulated Duct Replacement		200,000				200,000
	D	Med	UW-Marquette HVAC Control System	65,000					65,000
Facilities and Maintenance				425,000	425,000	400,000	0	225,000	1,475,000
FORESTRY	O-F		Replace four 2011 Chevy Colorado Crew Cab 4-WD Pickups	125,000	-	-	-	-	125,000
	O-F		Replace 2012 1/2-ton & 3/4-ton Ford Pickup Trucks	-	80,000	-	-	-	80,000
	O-F		Nothing Planned in 2019	-	-	-	-	-	0
	O-F		Nothing Planned in 2020	-	-	- 0	-	-	0
	O-F		Replace 2002 770D John Deere grader	-	-	-	-	200,000	200,000
	O* Heavy Equipment Fund (56120)								
FORESTRY TOTAL				125,000	80,000	0	0	200,000	405,000
PARKS	O-P		Replace Two Toro Lawnmowers	70,000					70,000
	O-P		Repair and restore Parks buildings	50,000	-	-	-		50,000
	O-P		Replace 2004 Ford Ranger Pickup Truck		32,000	-	-		32,000
	O-P		Replace 2001 Dodge Ram 1500 Pickup Truck			32,000	-		32,000
	O-P		Constuct new bridge for Twin Bridge Campground	-			75,000	-	75,000
	O-P		Construct new camping loop at Twin Bridges Park					100,000	100,000
	* Forestry & Parks Development Fund (55290)								
PARKS TOTAL				120,000	32,000	32,000	75,000	100,000	359,000
TOTAL FORESTRY/PARKS				245,000	112,000	32,000	75,000	300,000	764,000

**Proposed 2017 Five Year Capital Improvement Plan
2017 EXECUTIVE BONDING PROPOSAL AND CAPITAL IMPROVEMENTS PROGRAM (CIP)**

DRAFT - 10.19.16

DIVISION/ DEPARTMENT	FUNDING SOURCE	DEPT PRIORITY	PROJECT DESCRIPTION	2017	2018	2019	2020	2021	TOTAL	Mileage
HIGHWAY										
	D		CTH "G" (CTH "E" to Spur Road)(State/Federal Funded) - Engineering	10,000	-	-	-	-	10,000	1
	D		CTH W (STH "64" to Riverview Rd) - Overlay	818,000	-	-	-	-	818,000	6.2
	D		CTH W (Osmanski Road to Parkway Rd.) - Overlay	728,000	-	-	-	-	728,000	5.3
	D		CTH W (Pesht. River Bridge to West Crivitz Village Limits) - Overlay	90,000	-	-	-	-	90,000	
	D		CTH "J" (CTH "M" - South Co. Line) - Recondition	-	232,000	-	-	-	232,000	1.0
	D		CTH "G" (CTH "E" to Spur Road)(State/Federal Funded) - Engineering	-	10,000	-	-	-	10,000	1
	D		CTH W (Reif Road to STH "64") - Overlay	-	1,137,500	-	-	-	1,137,500	7.0
	D		CTH "G" (CTH "E" to Spur Road)(State/Federal Funded) - Rehabilitation	-	-	495,000	-	-	495,000	1
	D		CTH G (CTH W to East Spur Road) - Overlay	-	-	593,000	-	-	593,000	4.8
	D		CTH F (Oconto Co. Line to CTH C) - Overlay	-	-	-	420,000	-	420,000	3.4
	D		CTH "O" (USH "8" - CTH "OO") - Overlay	-	-	-	1,013,000	-	1,013,000	8.2
	D		CTH "BB" (CTH "B" - Oxbow Creek) Recondition	-	-	-	-	526,655	526,655	2.7
	D		CTH "O" (CTH "OO" - CTH "N") Overlay	-	-	-	-	1,025,000	1,025,000	8.2
	D		CTH S (STH 64 to CTH P) - Recondition	-	-	-	-	719,000	719,000	4.5
				1,646,000	1,379,500	1,088,000	1,433,000	2,270,655	7,817,155	
O-H			Equipment Purchases	594,000	-	-	-	-	594,000	
O-H			Equipment Purchases	-	598,000	-	-	-	598,000	
O-H			Equipment Purchases	-	-	518,000	-	-	518,000	
O-H			Equipment Purchases	-	-	-	573,000	-	573,000	
O-H			Equipment Purchases	-	-	-	-	593,000	593,000	
				594,000	598,000	518,000	573,000	593,000	2,876,000	
O-H			CTH S (STH 64 to CTH P) - Chipseal	76,500	-	-	-	-	76,500	4.5
O-H			CTH W (Riverview Rd to STH 141) - Chipseal	97,000	-	-	-	-	97,000	5.7
O-H			CTH T (Roosevelt Rd to CTH B) - Chipseal	25,000	-	-	-	-	25,000	1.4
O-H			CTH I (McClintock Park - USH 8) - Double Chipseal	150,000	-	-	-	-	150,000	5.0
O-H			CTH C (CTH "F" to CTH "A") - Chipseal	-	148,000	-	-	-	148,000	8.7
O-H			CTH X (Parkway Rd to STH 141) - Chipseal	-	193,000	-	-	-	193,000	11.4
O-H			CTH P (USH "141" to CTH W) - Chipseal	-	91,000	-	-	-	91,000	5.3
O-H			CTH "RW" (Peshtigo Limits - STH "64") - Chipseal	-	-	49,300	-	-	49,300	2.9
O-H			CTH M (STH 141 to USH 41) - Chipseal	-	-	187,000	-	-	187,000	11.0
O-H			CTH W (USH 41 to CTH M) - Chipseal	-	-	34,000	-	-	34,000	4.0
O-H			CTH P (CTH S to USH "141") - Chipseal	-	-	-	136,000	-	136,000	8.0
O-H			CTH Y (USH 41 to South Co. Line) - Chipseal	-	-	-	68,000	-	68,000	4.0
O-H			CTH "E" (CTH "D" - STH "64") Chipseal	-	-	-	-	16,000	16,000	0.9
O-H			CTH RR (STH 189 to North Co. Line) - Chipseal	-	-	-	-	81,600	81,600	4.8
O-H			CTH JJ (STH 180 to East Co. Line) - Chipseal	-	-	-	-	49,300	49,300	2.9
				348,500	432,000	270,300	204,000	146,900	1,401,700	

¹ Denotes net cost after Grant funds applied

**Proposed 2017 Five Year Capital Improvement Plan
2017 EXECUTIVE BONDING PROPOSAL AND CAPITAL IMPROVEMENTS PROGRAM (CIP)**

DRAFT - 10.19.16

DIVISION/ DEPARTMENT	FUNDING SOURCE	DEPT PRIORITY	PROJECT DESCRIPTION	2017	2018	2019	2020	2021	TOTAL
INFORMATION SERVICES									
	O		Deployment of VDI System or PC Upgrades Courthouse	-	200,000	-	-	-	200,000
	O		Upgrade Entire County to Uniform Version of Microsoft Office	-	130,000	-	-	-	130,000
	O	Second	Upgrade Cisco Phone System/CTHSE (HDW/SFW)	90,000	-	-	-	-	90,000
	D		Treasurer Receipting	-	-	-	-	225,000	225,000
	O		Refresh Virtual Server Environment's	-	-	-	250,000	-	250,000
	D	First	Fiber Buildout to WiscNet	55,000	-	-	-	-	55,000
	D		New County Fiber	-	-	350,000	-	-	350,000
	D	Third	Public Safety Software Package (CAD/RMS/MDB/FR)	500,000	-	-	-	-	500,000
Information Services Total				645,000	330,000	350,000	250,000	225,000	1,800,000
LAND INFORMATION									
	G	High	Acquistion of Digital Orthophotography	-	-	-	-	100,000	100,000
	G	Mod	Remonumentation of Public Land Survey System	75,000	75,000	75,000	75,000	-	300,000
Land Information Total				75,000	75,000	75,000	75,000	100,000	400,000
LAW ENFORCEMENT									
	D		Mobiles 30 @ 6K	-	180,000	-	-	-	180,000
	D		Portables 33 @ 4K	-	132,000	-	-	-	132,000
	D		Jail Pod	-	-	9,000,000	-	-	9,000,000
	D		Radios for Quarter Bonding (if Feds require it)	-	-	-	-	-	0
	S		Patrol Cars	217,000	226,000	234,710	244,125	254,000	1,175,835
	S		Investigator Vehicle	-	32,240	33,530	69,740	36,265	171,775
	S		<i>Changeovers, Decals, Lightbars, Dividers, Grill Guards etc</i>	35,800	41,000	42,640	46,700	46,050	212,190
	S		Jail Trasport Vehicle	32,000	-	-	35,000	-	67,000
Law Enforcement Total				284,800	611,240	9,310,880	395,565	336,315	10,938,800
MAR-OCO LANDFILL									
	O	High	Replacement Loader	200,000	-	-	-	-	200,000
Mar-Oco Landfill Total				200,000	0	0	0	0	200,000
TOTAL CAPITAL IMPROVEMENT REQUESTS				\$ 4,463,300	\$ 4,577,740	\$ 12,137,180	\$ 3,130,565	\$ 4,196,870	\$ 28,505,655

**Proposed 2017 Five Year Capital Improvement Plan
2017 EXECUTIVE BONDING PROPOSAL AND CAPITAL IMPROVEMENTS PROGRAM (CIP)**

DRAFT - 10.19.16

Preliminary Funding Analysis		2017	2018	2019	2020	2021	Total
T	Property Tax Levy						0
D	Debt	2,626,000	2,731,500	10,931,000	1,558,000	2,720,655	20,567,155
S	Sales Tax	284,800	299,240	310,880	395,565	336,315	1,626,800
O-H	Highway Restricted Cash	942,500	1,030,000	788,300	777,000	739,900	4,277,700
G	Grant and Aids	75,000	75,000	75,000	75,000	100,000	400,000
O	Operating Revenue	290,000	330,000	0	250,000	0	870,000
FB	Fund Balance						0
O-F	Forestry Heavy Equipment Fund	125,000	80,000	0	0	200,000	405,000
PY CIP	Prior Year Capital Improvement	0	0	0	0	0	0
O-P	Forestry & Parks Development Fund	120,000	32,000	32,000	75,000	100,000	359,000
	TOTAL	4,463,300	4,577,740	12,137,180	3,130,565	4,196,870	28,505,655

Key for Funding Source:

D = Debt Service G = Grants and Aids O = Operating Revenues F = Forestry Heavy Equip Fund P = Forestry & Parks Development Fund O-H = Operating Revenues Highway
T = Property Tax S = Sales Tax S or D = Sales Tax or Debt FB = Fund Balance PY CIP = Prior Year Capital Improvements



WCA GROUP HEALTH TRUST

Renewal for Marinette County (1/01/17)

	Plan A (Current Plan)		Plan B	
PPO Network	UHC Choice+		UHC Choice+	
Deductible				
In Network	\$ 350/ 700		\$1,000/2,000	
Out of Network	\$600/1,200		\$1,500/3,000	
Coinsurance				
In Network	90%		90%	
Out of Network	70%		70%	
Maximum Out of Pocket (-3.5%) (Medical & Coinsurance Only)				
In Network	\$ 900/ 1,800		\$1,800/3,600	
Out of Network	\$1,700/3,400		\$2,800/5,600	
Maximum Out of Pocket With OV Copayments (-1.0%)				
In Network			\$2,600/5,200	
Out of Network			Unlimited	
	<i>In Network</i>	<i>Out of Network</i>	<i>In Network</i>	<i>Out of Network</i>
Hospitalization	Ded/90%	Ded/70%	Ded/90%	Ded/70%
Office Visit(s) (-1.5%)	Ded/90%	Ded/70%	\$30 Copay/100%	\$60 Copay/ Ded/70%
Specialist Office Visit(s)	Ded/90%	Ded/70%	\$30 Copay/100%	\$60 Copay/ Ded/70%
Preventative Care	100%	Ded/70%	100%	Ded/70%
Chiropractic Office Visits(s)	Ded/90%	Ded/70%	\$30 Copay/100%	\$60 Copay/ Ded/70%
Physical, Occupational, Speech Therapy	Ded/90%	Ded/70%	\$30 Copay/100%	\$60 Copay/ Ded/70%
Urgent Care (-.05%)	Ded/90%	Ded/70%	\$85 Copay/100%	\$85 Copay/ Ded/70%
Emergency Room Care (-.05%)	\$150/Ded/90%	\$150/PPO Ded/90%	\$300 Copay/90%	\$300 Copay/ 90%
All Other Medical Services	Ded/90%	Ded/70%	Ded/90%	Ded/70%
High Tech Imaging Coverage	Ded/90%	Ded/70%	\$100 Copay/90%	\$100 Copay/70%
Vision Benefit (Limited to \$100 Per Cal Yr)	100%	100%	100%	100%
Pharmacy				
Drug Plan (-3.0%)	\$7/15 - Retail \$12/30 - Mail Order		\$0/10/30/ 60/100 - Retail - 30 Day \$0/30/90/180 - Retail - 90 Day \$0/20/60/120- Mail Order- 90 Day <i>Specialty Drugs Limited to a 30 Day Supply</i>	
Maximum Out of Pocket (Pharmacy Only)	\$4,000/8,000		\$4,000/8,000	
Renewal Action	+0%		-10%	

AMENDMENT TO EMPLOYMENT AGREEMENT

Marinette County, "EMPLOYER" and Shawn Hennessee, "EMPLOYEE" agree the following section changes shall be made to the Employment Agreement currently in effect and shall be changed in their entirety as set forth below, said agreement is attached and incorporated by Reference.

2. TERM

This agreement shall remain in full force and effect for a period commencing on January 1, 2017 and ending December 31, 2019 unless otherwise terminated. Commencing January 1, 2017, EMPLOYEE has severance rights as set forth in Section 6 of this Addendum. Notice of intent not to rehire EMPLOYEE or renew this agreement shall be given to EMPLOYEE in writing on or before October 31, 2019.

4. SALARY

EMPLOYER agrees to pay EMPLOYEE for services rendered pursuant to this agreement an annual salary of \$115,000.00 payable at the same time and in the same manner other employees of EMPLOYER are paid.

The Marinette County Executive Committee will conduct an EMPLOYEE salary review in calendar years 2018 and 2019. The Executive Committee in its discretion may or may not recommend a salary adjustment to the full County Board.

6. TERMINATION AND SEVERANCE PAY

EMPLOYEE is an at-will EMPLOYEE and EMPLOYER may terminate EMPLOYEE for any or no reason. In the event EMPLOYEE is terminated by EMPLOYER for any reason other than for cause during the term of this agreement, EMPLOYER agrees to pay a lump sum equivalent to twenty-six weeks salary and to pay accrued vacation hours prorated as severance pay. In addition, EMPLOYER agrees to pay a lump sum equivalent to 85% of the total cost of health insurance EMPLOYEE was carrying at the time of termination equivalent to a twenty-six week period. There shall be no sick time payment made to EMPLOYEE.

EMPLOYER may, at any time and without notice, terminate EMPLOYEE for "cause". Termination for "cause" negates payment of any severance as outlined in the previous paragraph. Termination by EMPLOYER of the EMPLOYEE for "cause" shall include termination based on any of the following grounds: (a) refusal or inability to perform the duties of Marinette County Administrator; (b) fraud, misappropriation, embezzlement or acts of similar dishonesty; (c) conviction of a felony or misdemeanor; (d) illegal use of drugs or use of alcohol in the workplace; (e) intentional and willful misconduct that may subject Marinette County to criminal or civil liability; (f) misappropriation of Marinette County resources; (g) willful disregard of Marinette County policies and procedures; (h) breach of any of the material terms of this Agreement; and (i) insubordination or deliberate refusal to follow the instructions of the Marinette County Board of Supervisors.

The Executive Committee shall have authority to terminate EMPLOYEE, subject to County Board confirmation. Severance shall be made as a lump sum payment and shall not be allocated over a weekly period for purposes of unemployment compensation.

In the event EMPLOYEE shall resign his position as County Administrator, he shall not be entitled to any severance compensation. Should EMPLOYEE resign from employment, he will provide as much advance written notice of the termination to EMPLOYER as is practicable, preferably at least sixty (60) days, but not less than thirty (30) days or EMPLOYEE shall forfeit any accrued benefits that may be available.

In the event EMPLOYER and EMPLOYEE agree EMPLOYEE's resignation would be mutually beneficial to both, the Executive Committee shall have authority to negotiate and authorize a payout in an amount less than the twenty-six week severance pay. Any such payout may be allocated as weekly for unemployment purposes if so agreed.

If EMPLOYEE should become permanently disabled or is otherwise unable to perform his duties because of sickness, accident, injury, or mental incapacity for a period of twelve (12) successive weeks beyond any accrued sick leave, EMPLOYER shall have the option to terminate this agreement and such termination shall not be subject to the severance compensation requirement of this agreement.

7. PERFORMANCE EVALUATIONS

The Executive Committee shall review and evaluate the performance of EMPLOYEE as needed but not less than annually. Reviews will be scheduled at the call of the County Board Chair.

The Executive Committee and EMPLOYEE shall define goals and performance objectives as determined necessary for the proper operation of Marinette County.

8. VACATION AND SICK LEAVE

EMPLOYEE shall be entitled to four weeks annual vacation. EMPLOYEE shall receive other benefits as do other salaried Marinette County employees with the exception of elected officials. All of the EMPLOYER personnel rules regarding accrual, retention, granting of additional vacation, and use of vacation and sick leave benefits for salaried management employees shall apply to EMPLOYEE in the same manner as other employees of this class unless expressly superseded by this agreement.

14. CHANGE IN STATUS

In the event EMPLOYER elects to abolish the office of County Administrator during the term of this agreement, EMPLOYEE has rights to severance as set forth in paragraph 6 above.


Shawn Hennessee

Mark Anderson, County Board Chair

Kathy Brandt, County Clerk



MARINETTE COUNTY POSITION REQUEST FORM

Administration Completes and returns to the Department

Applicable dates:

Governing Committee HHS 10/12/16
 Personnel Committee 10/13/16
 Finance Committee _____
 County Board 10/25/16

Permission to proceed: SH

(County Administrator initials and dates)

Department Completes and submits to Human Resources

Department: Health & Human Services
 Department Head: Robin Eisner
 Supervisor: Candace Breault
 Position Title: Transportation Coordinator
 Old Position Title: [Redacted]
 Hours per Week/Year: 40
 Requested Start Date: Upon approval

New Positions: Permanent
 Seasonal
 Project
 LTE
 Addition of Current Position

Changes to Existing: Hours of Work
 Title Change
 Location Change

Account Number(s): 54313000-50111

Funding taken from: 54313000-43537 (i.e. salaries with or without fringes)

Justification for request: Please attach

Human Resources Completes and submits to Finance

09/09 - received in HR. Sent job description questionnaire to department.

Wage Scale: MC
 Pay Rate/Salary: \$ 11.84 - 14.80 - 17.76
 Pay Level: 18

Human Resources Initials: KA

Finance Completes and returns to Administration

Cost of Request:

Wages: \$ _____ Workers Comp: \$ _____
 FICA: \$ _____ Life Insurance: \$ _____
 Retirement: \$ _____ Longevity: \$ _____
 Other (explain): _____

Total Cost: \$ See Attached Finance Initials: PK 9/14/2016

Finance Committee approval? Yes No

Approval*

Department Head: [Signature]
 County Administrator: [Signature]

9/7/16
7/15/16

* Minutes from the applicable Governing Committee, Personnel Committee, Finance Committee, and County Board meeting must be attached.



Justification for Request: The Health and Human Services Department is proposing to create a full time Transportation Coordinator position utilizing 85.21 Transportation Grant funds. The fiscal impact for the position is attached. No tax levy will be utilized to fund the position. The position will be benchmarked in the current wage study scale at level 18. This position will be eliminated if 85.21 Transportation Grant funds are no longer available.

Marinette County Health & Human Services
Fiscal Impact -
Using 2017 Budget Figures with highest cost health insurance plan

	FTE	Hours	Per Hour	6.80%					2.00%		Total Benefits	Total S&B
				111 SALARY	151 S.S.	152 RET	154 H&D	155 LIFE	159 W/C			
Transporter Minimum	1.00	2,080.00	\$ 11.84	\$ 24,627.20	\$ 1,883.98	\$ 1,674.65	\$ 27,923.80	\$ -	\$ 492.54	\$ 31,974.97	\$ 56,602.17	
Transporter Mid-point	1.00	2,080.00	\$ 14.38	\$ 29,910.40	\$ 2,288.15	\$ 2,033.91	\$ 27,923.80	\$ -	\$ 598.21	\$ 32,844.06	\$ 62,754.46	
Transporter Maximum	1.00	2,080.00	\$ 17.76	\$ 36,940.80	\$ 2,825.97	\$ 2,511.97	\$ 27,923.80	\$ -	\$ 738.82	\$ 34,000.56	\$ 70,941.96	

	Plan A	Plan B
Single/Single	\$ 9,981.17	\$ 8,387.55
Family/Family	\$ 27,923.80	\$ 25,225.90
Emp/Sp	\$ 20,073.16	\$ 18,160.36
Emp/Ch	\$ 15,966.95	\$ 14,464.79



Job Title: Transportation Coordinator

Department: Health & Human Services

Position Reports to: CSP Manager/Child & Family Services Manager

Pay Grade Level: 18

FLSA Status: Non Exempt

Position Status: Full Time

JOB ANALYSIS

This position is responsible to coordinate consumer transports to and from county buildings, schools, hospitals, homes, group homes, foster homes, juvenile correctional facilities, treatment facilities or other destinations approved by management for the purpose of conducting department business. This position shall assign transporters, including him/herself, to each transport.

ESSENTIAL JOB FUNCTIONS

- A. Coordinate the transport schedule and assign transporters as necessary for requested transports.
- B. Transport consumers to and from any designated location as directed by department management staff to conduct departmental business within timeframes identified.
- C. Record and complete paperwork on the transport for billing and quality assurance purposes.
- D. Attend crisis and program meetings to meet State guidelines for training and continuing education purposes.
- E. Report mechanical difficulties with vehicles to management and coordinate transport vehicle repairs as necessary.
- F. Maintain records of vehicles utilization and complete reports for the 85.21 Transportation Grant.

REQUIRED ABILITIES

- A. Maintain security of confidential matters and materials.
- B. Maintain knowledge of applicable current local, state, and federal laws, rules and regulations.
- C. Operate modern office equipment.
- D. Properly operate tools and machinery.
- E. Communicate orally and in writing effectively.
- F. Present information to management, small groups and individuals.
- G. Respond to inquiries, complaints or questions from a group or individual setting.
- H. Remain calm and levelheaded in difficult, unexpected or emergency situations.
- I. Establish and maintain an effective working relationship with department heads, employees, the general public and other agency staff.
- J. Define problems, collect data, establish facts and draw valid conclusions.
- K. Add, subtract, divide and multiply.
- L. Apply attention to detail.
- M. Perform effectively under tight time frames and demanding schedules.
- N. Plan and monitor assigned activities.
- O. Prioritize multiple tasks and meet scheduled deadlines.
- P. Work as team player in the absence of or with minimal supervision.
- Q. Manage unexpected changes within job duties.
- R. Work independently and exercise sound professional judgment.

QUALIFICATIONS

- A. Requires a High School diploma or equivalent.
- B. Requires one year of experience with any or all of the following groups: mentally ill; alcohol or drug dependent; developmentally disabled; children with child abuse, neglect or significant emotional disturbances; elderly or physically disabled.
- C. Possess and maintain an insurance acceptable driver's license.
- D. Requires qualification under the Wisconsin Caregivers Law, Wisconsin Act 27.

ENVIRONMENTAL CONDITIONS OF THE WORKPLACE

- A. Work outdoors but in the confines of a vehicle.
- B. Work in client homes and the community as needed.
- C. Travel to all county workstations on an as needed basis.
- D. Interact with abusive and/or difficult individuals occasionally.
- E. May be exposed to body fluids and communicable diseases.

PHYSICAL DEMANDS

- A. Requires hand-eye coordination.
- B. Sit for long periods of time.
- C. Lift and/or carry up to 25 pounds frequently, occasionally lifting in excess.

ADDITIONAL DUTIES

- A. Work outside of normal hours when necessary.
- B. Perform additional duties as assigned.

THE ABOVE STATEMENTS ARE INTENDED TO DESCRIBE THE GENERAL NATURE AND LEVEL OF WORK BEING PERFORMED BY THE EMPLOYEE ASSIGNED TO THIS POSITION. THEY ARE NOT TO BE CONSTRUED AS AN EXHAUSTIVE LIST OF ALL JOB RESPONSIBILITIES AND DUTIES PERFORMED BY PERSONNEL SO CLASSIFIED.

MARINETTE COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER. IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, THE COUNTY WILL PROVIDE REASONABLE ACCOMMODATIONS TO QUALIFIED INDIVIDUALS WITH DISABILITIES AND ENCOURAGE BOTH PROSPECTIVE AND CURRENT EMPLOYEES TO DISCUSS POTENTIAL ACCOMMODATIONS WITH MARINETTE COUNTY WHEN NECESSARY.

Prepared: 09/2016
Approved: 09/28/2016

09/28/2016 *Position is pending Health & Human Services Committee, Finance Committee, Personnel Committee and County Board approval.*



**AMENDMENT 58
MARINETTE COUNTY
PERSONNEL POLICIES AND PROCEDURES MANUAL
SECTION 1.26 EXCUSED ABSENCES**

The Policies & Procedures Manual shall be amended to read as follows:

1.26 Excused Absences.

(a) **Vacations.** **[Amendment 25, Adopted 12/20/2011] [Amendment 40, Adopted 03/25/2014]**

(1) Employee vacation shall be computed on a calendar year basis. Vacation eligibility shall be determined based upon the length of continuous service of each employee as of the employee's most recent hiring date as adjusted for unpaid leaves in excess of fourteen (14) calendar days. Employees shall earn vacation on an accrual basis and be entitled to paid vacation leave as follows:

Salaried/Management

35 Hour Employees

70 hours	0 through 5th year
105 Hours	6th through 10th year
140 Hours	11th through 13th year
175 Hours	14th through 18th year
210 Hours	19 Plus years

40 Hour Employees

80 hours	0 through 5th year
120 hours	6th through 10th year
160 hours	11th through 13th year
200 hours	14th through 18th year
240 hours	19 Plus years

12/31/2011 Expired AFSCME Courthouse Contract

Courthouse & Highway Categories

7 Hour Employees

35 hrs	0 through 1st year
70 hrs	2nd through 6th year
105 hrs	7th through 11th year
140 hrs	12th through 14th year
175 hrs	15th through 19th year
210 hrs	20 Plus years

8 or 12 Hour Employees

40 hrs	0 through 1st year
80 hrs	2nd through 6th year
120 hrs	7th through 11th year
160 hrs	12th through 14th year
200 hrs	15th through 19th year
240 hrs	20 Plus years

12-31-2011 expired AFSCME Professional Contract

Professional Category

35 Hour Employees

35 hrs	0 through 1st year
70 hrs	2nd through 5th year
105 hrs	6th through 10th year
140 hrs	11th through 13th year
175 hrs	14th through 18th year
210 hrs	19 Plus years

40 Hour Employees

40 hrs	0 through 1st year
80 hrs	2nd through 5th year
120 hrs	6th through 10th year
160 hrs	11th through 13th year
200 hrs	14th through 18th year
240 hrs	19 Plus years

12-31-2011 expired AFSCME Library Contract

Library Category

36.5 hrs	0 through 1st year
73 hrs	2nd through 6th year
109.5 hrs	7th through 11th year
146 hrs	12th through 14th year
182.5 hrs	15th through 19th year
219 hrs	20 Plus years

12/31/2012 Expired IUOE Highway Contract

40 hours — 0 through 1st Year
80 hours — 2nd through 6th Year
120 hours — 7th through 11th Year
160 hours — 12th through 14th Year
200 hours — 15th through 19th Year
240 hours — 20 Plus Years

- (2) Employees shall receive full week of vacation on January 1st of the employee's anniversary year in which the employee is eligible to move to the next level of vacation.
- (3) Vacation may not be used during an ~~non-represented~~ employee's first four (4) months of the twelve (12) month probationary period, although accumulation starts with the first (1st) day of employment.
- (4) ~~Vacation must be taken in a minimum of one-half (1/2) hour increments.~~
- (5) Vacation pay shall be computed on the pay rate in effect on the employee's day of vacation leave, excluding overtime or premium pay.
- (6) Effective April 26, 2005, the Psychiatrist employee shall be entitled to the normal vacation schedule plus one (1) additional week of vacation for each remaining vacation level until this employee reaches the maximum of six (6) weeks of vacation. This employee also receives one (1) additional week of vacation in lieu of compensatory time. If this employee vacates the position of Psychiatrist for any reason prior to reaching the six (6) week level, this benefit shall terminate for the Psychiatrist position.
- (7) An employee using scheduled vacation hours that subsequently becomes ill or who has a family member as defined by this Manual become ill may not transfer vacation hours to sick leave hours.
- (8) Recognizing the need to perform departmental duties, Department Heads may schedule vacations at the Department Head's discretion. Vacation requests for all other ~~non-represented~~ employees require the approval of the employee's supervisor. Department Heads and/or supervisors shall consider ~~seniority and~~ workload of the department when approving vacation time.
- (9) Employees are expected to use earned vacation within the year earned. Days shall be converted to hours based on the work schedule of each employee. Effective immediately, employees may carry over 150% of yearly vacation eligibility. At no time may an employee vacation bank exceed 150% of the vacation eligibility. **[Amendment 44; Adopted 10/28/2014] [Amendment 54; Adopted 03/29/2016]**
- (10) In addition to earned vacation, exempt employees receive one (1) additional week of vacation in lieu of compensatory time.
- (11) Employees completing the probationary period, who subsequently leave the employ of the County in good standing, shall receive payment for accrued unused vacation time as of the date of separation. Any unused vacation carried over from the previous year shall be paid out with the pro-rated vacation. **[Amendment 51, Adopted 04/21/2015]**
- (12) An employee leaving the work force, for any reason, who has used vacation in excess of the amount accrued the final year of service, shall be responsible to reimburse the County for overused vacation. If possible, the reimbursement shall be deducted from the employee's final wages. **[Amendment 51, Adopted 04/21/2015]**
- (13) In the event of death of an active, current ~~non-represented~~ employee, surviving spouse or dependent shall receive payment for accrued unused vacation time as of the date of death. Any unused vacation carried over from the previous year shall be paid out with the pro-rated vacation.
- (14) Employees may gift any portion of earned vacation time to another employee for FMLA purposes by completing a '[Gifted Vacation Time Authorization Form](#)'. The completed form shall be submitted to Human Resources. The recipient employee continues to accrue benefits while using donated time. The recipient employee shall not use donated time until the recipient employee's sick/vacation/personal day/comp banks ~~has have~~ been exhausted. If an employee receiving donated time returns to work prior to ~~benefit~~ sick bank exhaustion, the donated vacation time shall be returned to the donating employee.

Approved by Personnel Committee:
Approved by County Board:



**AMENDMENT 59
MARINETTE COUNTY
PERSONNEL POLICIES AND PROCEDURES MANUAL
SECTION 1.10 CLASSIFICATION AND COMPENSATION PLANS**

The following language shall be added:

1.10 Classification and Compensation Plans

(a) Classification

...

(5) Status Changes to Existing Positions.

...

- d. In the event the title of or department reporting to position changes, the incumbent employee shall automatically be awarded the position without a job posting or status change.

Approved by Personnel: October 13, 2016

Approved by County Board:



AMENDMENT 60
MARINETTE COUNTY
PERSONNEL POLICIES AND PROCEDURES MANUAL
SECTION 1.29 BENEFITS

The Policies & Procedures Manual shall be amended to read as follows:

1.29 Benefits.

(d) Life Insurance. [Amendment 31; Adopted 08/28/2012] [Amendment 45; Adopted 10/28/2014]

- (1) Permanent full-time highway category employees hired prior to 05/01/2010, professional category employees, WPPA category employees and salaried/management/elected official employees shall be eligible for life insurance with the availability of accidental death and dismemberment while actively employed with the County.
- (2) Enrollment forms will be distributed and completed at the employee new hire meeting.
- (3) Marinette County shall pay one hundred percent (100%) of the monthly premiums for life insurance and accidental death and dismemberment.
- (4) Life insurance coverage shall be effective the first (1st) day of the month following the first 30 days of employment.
- (5) Death Benefits shall be as follows:
 - a. Salaried/Management/Elected Official (Exempt/Non Exempt) – equivalent to employee’s annual salary
 - b. Highway Category - \$10,000
 - c. Professional Category (Exempt/Non Exempt) - \$25,000
 - d. WPPA Category - \$25,000

Approved by Personnel Committee:

Approved by County Board:

BID TABULATION WORKSHEET
RFP#16-036-34 - MOTORPOOL VEHICLES
BIDS DUE: 9/21/16

COMPANY:	KOEHNE G777	FRANK PORTH CHEVROLET	EWALD'S HARTFORD FORD, LLC	EWALD CHEVROLET BUICK, LLC
STREET ADDRESS:	W1760 US Hwy 41	510 S US 141	2570 S SUMNER ST	36833 E WISCONSIN AVE
CITY/STATE/ZIP:	Marinette WI 54143	CRIVITZ WI 54114	HARTFORD WI 53027	OCONOMOWOC WI 53066
CONTACT:	STEVE JOHNSON	KEVIN JOHNSON	CHRISSY GENSCH	CHRISSY GENSCH
EMAIL CONTACT:	<u>SJOHNSON@KOEHNEGM.COM</u>	<u>KEVIN@FRANKPORTH.COM</u>	<u>CGENSCH@EWALDAUTO.COM</u>	<u>CGENSCH@EWALDAUTO.COM</u>
PHONE:	(920) 621-6025	(715) 854-7821	(262) 673-9400	(262) 673-9400
ATTACHMENT A:				
ONE (1) FIVE-PASSENGER VEHICLE				
2017 CHEVROLET - SONIC LT SEDAN	\$18,318.00			
TITLE FEES & TAG TRANSFER	\$70.50			
2016 CHEVROLET - SONIC LT SEDAN	\$16,881.00			
TITLE FEES & TAG TRANSFER	\$70.50			
2017 CHEVROLET - CRUZE LS/FLEET		\$18,307.00		
TITLES FEES & TAG TRANSFER		\$74.50		
2017 CHEVROLET - SONIC SEDAN LT				PRICE NOT LISTED
TITLES FEES & TAG TRANSFER				
2017 CHEVROLET - EXPRESS LS				PRICE NOT LISTED
TITLES FEES & TAG TRANSFER				
2017 FORD FIESTA SE			\$16,260.50	
TITLES FEES & TAG TRANSFER			INCLUDED IN QUOTE	
2017 FORD FOCUS SEDAN SE			\$17,130.50	
TITLE FEES & TAG TRANSFER			INCLUDED IN QUOTE	
ONE SEVEN-PASSENGER 6 CYL. VEHICLE				
2017 DODGE GRAND CARAVAN SE				\$23,334.50
TITLE FEES & TAG TRANSFER				INCLUDED
ONE TWELVE-PASSENGER 8 CYL. VEHICLE				
2017 CHEVROLET 23406 EXPRESS 2500	\$28,150.00			PRICE NOT LISTED
PASSENGER VAN - TRIM PACKAGE 1 LS	\$70.50			
TITLE FEES & TAG TRANSFER				
2017 FORD TRANSIT T350 - BASE PKG			\$28,793.50	
TITLE FEES & TAG TRANSFER			INCLUDED	

REQUEST FOR QUOTES (RFQ)

#16-036-34

2016 MOTORPOOL VEHICLES

**POSTING DATE:
AUGUST 24, 2016**



**RESPONSE DEADLINE:
SEPTEMBER 21, 2016
11:00 A.M. CENTRAL STANDARD TIME**

**TO:
MARTIN KEYPORT, FACILITIES DIRECTOR
MARINETTE COUNTY MAINTENANCE DEPARTMENT
1926 HALL AVENUE
MARINETTE WI 54143**

The Marinette County Maintenance Department is requesting sealed quotes for up to three (3) vehicles consisting of the following types:

- **One (1) new 5-passenger vehicle (Attachment A)**
- **One (1) new 7-passenger minivan-type vehicle (Attachment B)**
- **One (1) new 12 passenger van (Attachment C)**

All vehicles will be delivered to the Marinette County Courthouse at 1926 Hall Avenue, Marinette, Wisconsin.

The response must be submitted on Attachments A, B, and C of the 2016 Motorpool Vehicle Response Form. Multiple quotes may be submitted. All quotes shall be firm for at least 60 calendar days from the quote due date.

Marinette County Fleet numbers are as follows:

Daimler-Chrysler	001VQ
General Motors	000-982-991
Ford Motor Company	QQ253

All questions related to this RFQ must be submitted not later than 11:00 a.m. CST, on September 13, 2016, via e-mail to mkeyport@marinettecounty.com. Clearly mark the e-mail "Questions for RFQ#16-036-34 – 2016 Motorpool Vehicles." Phone call or faxed questions will not be accepted.

Answers to questions will be posted in the form of an addendum to the RFQ and placed on the Marinette County website <http://www.marinettecounty.com> on September 14, 2016, not later than 4:30 p.m. CST. All addendums must be acknowledged on Attachment E of the vendor quote. It is the responsibility of all interested vendors to access the website for this information. Calls for assistance with the website may be made to (715) 732-7419.

Original quote and one copy must be sealed and mailed or hand delivered by **11:00 a.m. CST on September 21, 2016**. Quotes shall be clearly labeled **RFQ#16-036-34 – 2016 Motorpool Vehicles** and submitted to the address listed below:

Martin Keyport, Facilities Director
Marinette County Maintenance Department
1926 Hall Avenue
Marinette WI 54143

Each quote must include:

Attachment A, B, C – Response Forms
Attachment D - Statement of Understanding of Proposal
Attachment E - Addendum Sheet

The County will issue a purchase order to the selected vendor. A payment equal to 100% of the Net Bid Price shall be made to the vendor upon receipt of an invoice and acceptance of the units. All required parts; maintenance & service manuals must be delivered to the Maintenance Department before final payment.

The factors to be used by Marinette County in evaluating the quotes will include, but are not limited to, the following:

- Vendor history with Marinette County
- Additional benefits and services such as warranty/maintenance record
- Proposed fee
- Time of delivery FOB Marinette

Original quotes must be submitted by no later than **11:00 a.m. CST on September 21, 2016**. Quotes received after the due date/time will not be accepted. Marinette County reserves the right to reject any or all quotes.

ATTACHMENT C
RFQ#16-036-34
2016 MOTORPOOL VEHICLE
ONE TWELVE PASSENGER 8 CYLINDER VEHICLE

Vendor Name: Koehne GM

Minimum Specifications	Complies		Type/Size/Comments
	YES	NO	
Wheel Base	✓		135
Seating Capacity	✓		12
Engine Size	✓		4.8 LTR V8
Horsepower	✓		285
Four Wheel ABS	✓		
Sliding Passenger Door	✓		
Cruise or Speed Control	✓		
Tilt Steering Wheel	✓		6
Automatic Transmission - list number of speeds	✓		
Power Windows	✓		
Power Locks	✓		
Power Mirrors	✓		
Heated Mirrors	✓		
Air Conditioning	✓		
Rear or Tri-zone heat and air conditioning	✓		
Front Floor Mats	✓		
Rubberized Vinyl Flooring throughout	✓		
Assist Steps		✓	
AM/FM/CD Radio		✓	AM/FM
Six sets of keys with remote keyless entry	✓		
Delete Onstar/Sync/satellite	✓		
Manufacturer's Colors: <u>yellow, Red, Silver, White, Black, Grey, Graphite Metallic.</u> Choice by Marinette County			
Cloth Seating Surfaces	✓		
Tinted/privacy Glass	✓		
Intermittent/delay Wipers	✓		
Rear Window Wiper		✓	
Rear window Defroster	✓		
Tire Pressure Monitoring System	✓		
Trailer Towing Package with receiver bar and wiring	✓		
Towing Capacity	✓		9800 lbs
Side Air Bags	✓		
Number of Air Bags _____	✓		
Accessory Power Ports (Number of Ports <u>1</u>)	✓		
Maximum Payload #s <u>2705</u>	✓		
EPA Fuel Ratings: City <u>11</u> Highway <u>17</u>			
Title Fees & Tag transfer Municipal: <u>69.50 Title Fee + 1.00</u> <u>Mun. Transfer F \$70.50</u>			

Delivery Date

The seller's earliest delivery date must be specified below.
Please note the County would like this truck as soon as possible.

6-10 weeks From Order
Month / Day / Year

Warranty

Below state warranty coverage.

Bumper to Bumper 3 yrs, 36,000 miles
Powertrain 5 yrs, 60,000 miles
Outer Body Corrosion 3 yrs, 36,000 miles
All Other _____

Please list any other features, benefits or class leading attributes this vehicle offers over competitor's vehicles.

Commercial link (SEE ATTACHMENT A)

Pricing:

Year 2017 Make Chevrolet Model 23406 Express 2500 Paso VAN
Trim Package 1LS

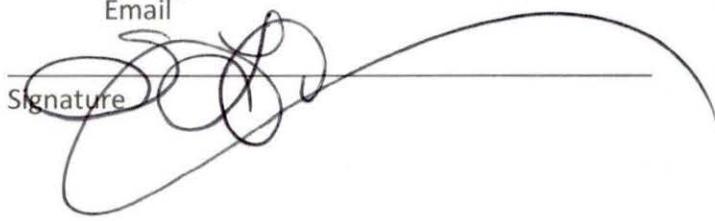
Price for One Twelve-Passenger 8-Cylinder Vehicle - paid by check: 28,150⁰⁰

Price for One Twelve-Passenger 8-Cylinder Vehicle - paid by credit card: N/A

Koehn GM
Dealer Name

Phone 920-621-6025 Fax 920-822-8315 Email johnson@koehngm.com

STEVEN L. JOHNSON
Name of Proposer

Signature 

ATTACHMENT D
RFQ#16-036-34
2016 MOTORPOOL VEHICLES
STATEMENT OF UNDERSTANDING OF PROPOSAL

The contact name must be the person or persons authorized to represent the vendor regarding all Matters related to the quote. By signing below the proposer acknowledges the following:

Koehne GM
Vendor Name

W 1760 US Hwy 41
Vendor Address

Marinette WI 54143
City State Zip code

STEVE JOHNSON
Contact Person's Name

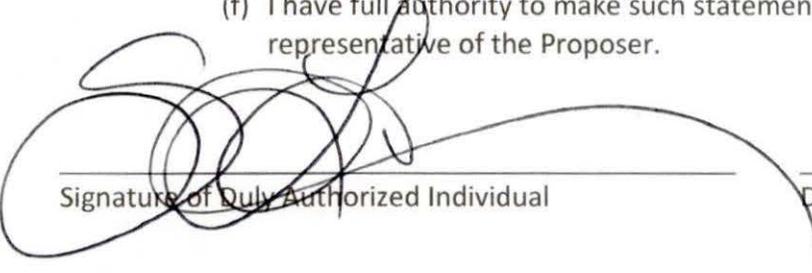
Director of Fleet & Commercial
Contact Person's Position

920-621-6025
Vendor's Phone number

SJOHNSON@Koehne GM. Com
E-Mail Address

We have read the County's Request for Quote (RFQ) **RFQ#16-036-34 – 2016 MOTORPOOL VEHICLES** and fully understand its intent. We certify that we have adequate personnel, equipment, and license to perform said services. We understand our ability and fitness to perform shall be judged solely by Marinette County. In addition, we certify that:

- (a) Our quote is not made in the interest or on behalf of any person not named therein;
- (b) We have not directly or indirectly induced or solicited any person to submit a false or misleading quote or to refrain from proposing;
- (c) We have not in any manner sought by collusion to secure an advantage over any other vendor;
- (d) We have thoroughly examined the RFQ requirements, and our proposed fees cover all costs for service/equipment we have proposed;
- (e) We acknowledge and accept all the terms and conditions included in the RFQ; and
- (f) I have full authority to make such statements and to submit this quote as the duly recognized representative of the Proposer.


Signature of Duly Authorized Individual

9/14/10
Date

Original

Dodge

REQUEST FOR QUOTES (RFQ)

#16-036-34

2016 MOTORPOOL VEHICLES

**POSTING DATE:
AUGUST 24, 2016**



**RESPONSE DEADLINE:
SEPTEMBER 21, 2016
11:00 A.M. CENTRAL STANDARD TIME**

**TO:
MARTIN KEYPORT, FACILITIES DIRECTOR
MARINETTE COUNTY MAINTENANCE DEPARTMENT
1926 HALL AVENUE
MARINETTE WI 54143**

The Marinette County Maintenance Department is requesting sealed quotes for up to three (3) vehicles consisting of the following types:

- **One (1) new 5-passenger vehicle (Attachment A)**
- **One (1) new 7-passenger minivan-type vehicle (Attachment B)**
- **One (1) new 12 passenger van (Attachment C)**

All vehicles will be delivered to the Marinette County Courthouse at 1926 Hall Avenue, Marinette, Wisconsin.

The response must be submitted on Attachments A, B, and C of the 2016 Motorpool Vehicle Response Form. Multiple quotes may be submitted. All quotes shall be firm for at least 60 calendar days from the quote due date.

Marinette County Fleet numbers are as follows:

Daimler-Chrysler	001VQ
General Motors	000-982-991
Ford Motor Company	QQ253

All questions related to this RFQ must be submitted not later than 11:00 a.m. CST, on September 13, 2016, via e-mail to mkeyport@marinettecounty.com. Clearly mark the e-mail "Questions for RFQ#16-036-34 – 2016 Motorpool Vehicles." Phone call or faxed questions will not be accepted.

Answers to questions will be posted in the form of an addendum to the RFQ and placed on the Marinette County website <http://www.marinettecounty.com> on September 14, 2016, not later than 4:30 p.m. CST. All addendums must be acknowledged on Attachment E of the vendor quote. It is the responsibility of all interested vendors to access the website for this information. Calls for assistance with the website may be made to (715) 732-7419.

Original quote and one copy must be sealed and mailed or hand delivered by **11:00 a.m. CST on September 21, 2016**. Quotes shall be clearly labeled **RFQ#16-036-34 – 2016 Motorpool Vehicles** and submitted to the address listed below:

Martin Keyport, Facilities Director
Marinette County Maintenance Department
1926 Hall Avenue
Marinette WI 54143

Each quote must include:

Attachment A, B, C – Response Forms
Attachment D - Statement of Understanding of Proposal
Attachment E - Addendum Sheet

The County will issue a purchase order to the selected vendor. A payment equal to 100% of the Net Bid Price shall be made to the vendor upon receipt of an invoice and acceptance of the units. All required parts; maintenance & service manuals must be delivered to the Maintenance Department before final payment.

~~The factors to be used by Marinette County in evaluating the quotes will include, but are not limited to, the following:~~

- Vendor history with Marinette County
- Additional benefits and services such as warranty/maintenance record
- Proposed fee
- Time of delivery FOB Marinette

Original quotes must be submitted by no later than **11:00 a.m. CST on September 21, 2016**. Quotes received after the due date/time will not be accepted. Marinette County reserves the right to reject any or all quotes.

ATTACHMENT B

RFQ#16-036-34

2016 MOTORPOOL VEHICLE
ONE (1) SEVEN-PASSENGER 6-CYLINDER VEHICLES

Vendor Name: Ewald Motors of Oconomowoc, LLC

Minimum Chassis Specifications	Complies		Type/Size/Comments
	YES	NO	
Wheel Base	X		121.2"
Seating Capacity	X		7
Engine Size	X		3.1L VLP
Horse Power	X		283 @ 4000
Automatic transmission (Number of Speeds <u>11 Spd</u>)	X		
4 Wheel ABS	X		
Cruise or Speed Control	X		
Power Windows	X		
Power Locks	X		
Power Mirrors	X		
Heated Mirrors	X		
Air Conditioning	X		
Rear or Tri-zone Heat & AC	X		
Front & Rear Floor mats	X		
All-weather or Carpet <u>All Weather</u>	X		
AM/FM/CD Radio	X		
Delete Onstar/Sync/satellite	X		
Manufacturer's Colors: <u>See attached</u>	X		
Choice by Marinette County			
Cloth Seating Surfaces	X		
Tinted/privacy Glass	X		
Intermittent/delay Wipers	X		
Rear Window Wiper	X		
Rear window Defroster	X		
6 sets of keys with keyless remote entry	X		
Side Air Bags <u>Dual Stage Dr. + Front Pass</u>	X		
Number of Airbags <u>Curtain 1st, 2nd, + 3rd row</u>	X		
Do 2nd row seats fold <u>Dr. knee air bag</u>	X		
Above/ below floor or flat <u>Fold in floor</u>	X		
Do 3rd Row Seats fold <u>Fold in floor</u>	X		
Above/Below floor or flat <u>Fold in floor</u>	X		
Accessory power ports (Number of Ports <u>4</u>) <u>12V DC</u>	X		
Power Port Voltage <u>All 12V DC</u>	X		
Maximum Payload #s: <u>N/A</u>			
EPA Fuel ratings: City <u>17</u> Highway <u>25</u> Combined <u>21</u>			
Title Fees & Tag transfer Municipal: <u>included</u>			

Delivery Date

The seller's earliest delivery date must be specified below.

Approximately 60-90 days from order
Month / Day / Year

Warranty

Below state all other warranty coverage provided.

Basic 3 yr/36,000 mile Powertrain 5 yr/60,000 mile

Corrosion 5yr/Unlimited Roadside Assist
5yr/100,000

Below state all warranty exceptions.

Comments

Below state any special comments relative to the Quote.

Please list any other features, benefits or class leading attributes this vehicle offers over competitor's vehicles.

Pricing:

Year 2017 Make Dodge Model Gr. Caravan
Trim Package SE

Price for One Seven-Passenger 6-Cylinder Vehicle - paid by check: \$23,334.50

Price for One Seven-Passenger 6-Cylinder Vehicle - paid by credit card: N/A

Ewald Motors of Oconomowoc, LLC

Dealer Name

262-673-9400

262-673-0575

cgensch@ewaldauto.com

Phone

Fax

Email

Chrissy Gensch

C. Gensch

Name of Proposer

Signature

ATTACHMENT D

RFQ#16-036-34

2016 MOTORPOOL VEHICLES
STATEMENT OF UNDERSTANDING OF PROPOSAL

The contact name must be the person or persons authorized to represent the vendor regarding all Matters related to the quote. By signing below the proposer acknowledges the following:

Ewald Motors of Oconomowoc, LLC

Vendor Name

36833 E. Wisconsin Ave.

Vendor Address

Oconomowoc WI 53066

City State Zip code

Chrissy Gensch

Municipal Sales Manager

Contact Person's Name

Contact Person's Position

262-673-9400

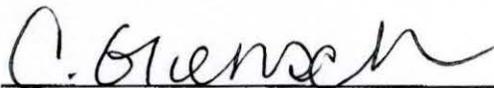
cgensch@ewaldauto.com

Vendor's Phone number

E-Mail Address

We have read the County's Request for Quote (RFQ) **RFQ#16-036-34 – 2016 MOTORPOOL VEHICLES** and fully understand its intent. We certify that we have adequate personnel, equipment, and license to perform said services. We understand our ability and fitness to perform shall be judged solely by Marinette County. In addition, we certify that:

- (a) Our quote is not made in the interest or on behalf of any person not named therein;
- (b) We have not directly or indirectly induced or solicited any person to submit a false or misleading quote or to refrain from proposing;
- (c) We have not in any manner sought by collusion to secure an advantage over any other vendor;
- (d) We have thoroughly examined the RFQ requirements, and our proposed fees cover all costs for service/equipment we have proposed;
- (e) We acknowledge and accept all the terms and conditions included in the RFQ; and
- (f) I have full authority to make such statements and to submit this quote as the duly recognized representative of the Proposer.



Signature of Duly Authorized Individual

9/19/2016

Date

ATTACHMENT E

RFQ#16-036-34

2016 MOTORPOOL VEHICLES

ADDENDUM SHEET

(If Addendums exist for this project, please sign, date, and submit with Quote.)

Vendor Name: Ewald Motors of Oconomowoc, LLC

The undersigned acknowledges receipt of the following addenda:

Addendum #1	<u>N/A</u>	Initials	_____
Addendum #2	_____	Initials	_____
Addendum #3	_____	Initials	_____
Addendum #4	_____	Initials	_____
Addendum #5	_____	Initials	_____

The undersigned agrees with the following statement:

I have examined and carefully prepared the response to quote from the plans and specifications and have checked the same in detail before submitting to Marinette County.

Name C. Gwensch
Signature

Date 9/19/2016

All vendors are responsible to check for addenda posted on the county website at www.marinettecounty.com for this project prior to the due date. No notification will be sent if addenda are posted unless there is an addendum within three (3) business days of RFQ due date.

All vendors receiving initial notification of project will be notified by Marinette County of all addenda issued within three (3) business days prior to due date. If a RFQ has already been submitted, vendor is required to acknowledge receipt of addendum via fax or e-mail prior to due date. A new RFQ response must be submitted by vendor if addendum affects costs.

Vendors that do not have internet access are responsible to contact Marinette County at 715-732-7419 to ensure receipt of addenda issued. RFQs that do not acknowledge addendums may be rejected.

All RFQs submitted shall be sealed. Envelopes are to be clearly marked with required information. Sealed RFQs that are opened by mistake due to inadequate markings on the outside may be rejected and returned to the vendor.

Resolution 16-10a

Opposing the Back Forty Proposed Mine

Whereas, Aquila Resources' Back Forty Project, a proposed open pit metallic sulfide mine would be located on the banks of the Menominee River, which empties into Lake Michigan and is one of the largest watersheds in Northern Wisconsin and Michigan's Upper Peninsula; and

Whereas, the Menominee River provides a unique habitat for species of special concern such as lake sturgeon and freshwater mussels, which would be negatively impacted by discharges into the water; and

Whereas, the potential impacts of the mine include long term leaching of acid-producing wastes into the groundwater and the river; and

Whereas, the hazardous wastes generated by the mine would degrade water quality and present risks to human health and the environment in Wisconsin as well as Michigan; and

Whereas, the approval of this mine will result in the irreversible loss of significant cultural resources of the Menominee Tribe of Indians of Wisconsin, including Native American gravesites and other areas of historical significance,

Now, Therefore Be It Resolved, that the Town of Wagner, Marinette County, Wisconsin strongly opposes Aquila's Back Forty metallic sulfide mine and urges the Michigan Department of Environmental Quality to deny a mining permit for the Back Forty Project.

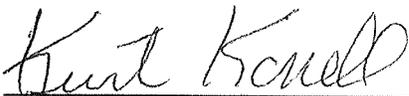
Approved this 12th day of October, 2016.



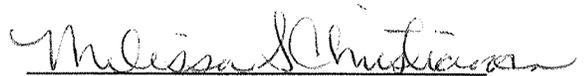
Lynn M. Hickey, Chairperson



Allen E. Sievert, Supervisor



Kurt Konell, Supervisor



Melissa S. Christiansen, Clerk



September 20, 2016

MARINETTE COUNTY BOARD OF SUPERVISORS

County Administrator – Shawn W. Hennessee
 Corporation Counsel – Gale R. Mattison

- | | | |
|-----------------------|-------------------------|------------------------|
| 1. Gilbert Engel | 11. Mark Anderson | 21. Vilas Schroeder |
| 2. Alfred J. Sauld | 12. Janis Porfilio | 22. Don R. Pazyński |
| 3. Dennis M. Marceley | 13. Robert Holley | 23. Ken Keller |
| 4. Cary L. Whiting | 14. Josh Anderson | 24. Don E. Phillips |
| 5. Bill Stankevich | 15. Glenn L. Broderick | 25. Paul D. Gustafson |
| 6. George Kloppenburg | 16. David M. Zahn | 26. Shirley A. Kaufman |
| 7. Cheryl L. Wruk | 17. Christopher Schmidt | 27. Ted J. Sauve |
| 8. Joe Banaszak | 18. Russ Bauer | 28. Thomas Mailand |
| 9. Joe Policello | 19. Fred H. Meintz | 29. Rick Polzin |
| 10. Kathy Just | 20. Michael J. Behnke | 30. Allen L. Mans |

Meeting called to order by Chair Mark Anderson at 9:00 a.m. at the Marinette County Courthouse.

Roll call taken by County Clerk Kathy Brandt. Quorum is present.

Supervisors Behnke and Mans excused.

Pledge of allegiance and a moment of silent prayer held.

- Motion (Zahn/Sauld) to approve the agenda with removal of Item 16(h) Highway 2017 CIP; 16(j)(k) and (l) Closed Session items. Motion carried.

PUBLIC COMMENT

- Maxine Kaufman – Opposing Aquila Back Forty Mine Project
- Wendell Johnson, Chappee Rapids Audubon Society – Opposing Aquila Back Forty Mine Project
- Motion (Kloppenburg/Holley) to approve the minutes of August 30, 2016. Motion carried.

PROCLAMATION

Expressing the Marinette County Board of Supervisors appreciation for the achievements of the Marinette County Fair Board and completion of the fairgrounds cattle barn - Dave Gross, Fair Board President

REPORTS

- Aquila Resources' Back Forty Mine Project – Representative(s) were invited to make brief presentation – Dale Bury, Robin Bender, and Deb Skubal

ANNUAL REPORT

- Information Services – Kevin Solway

APPOINTMENTS

- Motion (Zahn/Engel) to approve County Administrator's recommendation for the appointment of Shirley Prudhomme, member at large, to the Tourism Alliance Committee, term expiring April, 2018. Motion carried.

ANNUAL REPORT

- Emergency Management – Eric Burmeister

ORDINANCE No. 388 – 16

AMENDING THE GENERAL CODE OF ORDINANCES OF MARINETTE COUNTY - COUNTY GOVERNMENT CHAPTER 21 – SHORELAND-WETLAND ZONING CODE

- Motion (Holley/Engel) to approve Ordinance No. 388-16. Motion carried. Exhibit A

ORDINANCE No. 389 – 16

AMENDING MARINETTE COUNTY CODE OF ORDINANCES CHAPTER 3 “FINANCE AND TAXATION” SECTION 3.08 COUNTY SALES AND USE TAX (1) –PURPOSE AND REPEALING (5) SUNSET PROVISION

The County Board of Supervisors of the County of Marinette does ordain as follows:

Section One: Section 3.08 (1) of the Marinette County Code of Ordinances is amended to read as follows:

3.08 COUNTY SALES AND USE TAX

(1) Purpose. This ordinance is enacted under authority of Subchapter V of Chapter 77, Wis. Stats. and the county sales and use tax imposed herein shall be used to reduce the annual property tax levy of Marinette County by paying the annual debt service obligation and for fiscal year 2016 shall additionally be used for funding capital outlay and/or economic development and tourism expenditures.

Section Two: Section 3.08 (5) of the Marinette County Code of Ordinances is repealed; (6) and (7) are renumbered as follows:

~~**(5)** Sunset Provision. In the absence of repeal at any earlier date, this ordinance shall expire and be repealed December 31, 2021.~~

(6) (5) Notification. A certified copy of this ordinance shall be delivered to the Secretary of Revenue of the State of Wisconsin no later than May 31, 2001.

(7) (6) Sales and Use Tax Account. The Marinette County Finance Department shall forthwith include in the Marinette County accounting system an account to be known as “County Sales and Use Tax Revenue”, and shall reduce the amount of property tax levy, in the manner as specified in this Ordinance paragraph (1) purpose, by all actual and anticipated proceeds of the sales tax herein established beginning with the 2002 budgetary year and that any and all county sales tax receipts collected for the balance of 2001 shall be designated for application to the 2002 property tax levy in the manner as specified in this Ordinance paragraph (1) Purpose.

- Motion (Schroeder/Pazynski) to approve Ordinance No. 389-16. Motion carried. Yes: 17, No – 11, absent 2. Voting No – J. Anderson, M. Anderson, Bauer, Holley, Kaufman, Meintz, Polzin, Porfilio, Stankevich, Whiting, Wruk

RESOLUTION No. 461 – 16

OPPOSING THE AQUILA RESOURCES’ BACK FORTY PROPOSED MINE

WHEREAS, Aquila Resources’ Back Forty Project, a proposed open pit metallic sulfide mine would be located on the banks of the Menominee River, which empties into Lake Michigan and is one of the largest watersheds in Northern Wisconsin and Michigan’s Upper Peninsula; and

WHEREAS, the Menominee River provides a unique habitat for species of special concern such as lake sturgeon and freshwater mussels, which would be negatively impacted by discharges into the water; and

WHEREAS, the potential impacts of the mine include long term leaching of acid-producing wastes into the groundwater and the river; and

WHEREAS, the hazardous wastes generated by the mine would degrade water quality and present risks to human health and the environment in Wisconsin as well as Michigan; and

WHEREAS, potential economic losses including reduction in property values and loss of tourism revenue are not factored into the permitting review process; and

WHEREAS, the approval of this mine will result in the irreversible loss of significant cultural resources of the Menominee Tribe of Indians of Wisconsin, including Native American gravesites and other areas of historical significance.

NOW, THEREFORE, BE IT RESOLVED, the Marinette County Board of Supervisors strongly oppose Aquila’s Back Forty metallic sulfide mine and urges the Michigan Department of Environmental Quality to deny a mining permit for the Back Forty Project.

BE IT FURTHER RESOLVED, the County Clerk shall forward a copy of this resolution to Governor Scott Walker, Department of Natural Resources Secretary Cathy Stepp, Wisconsin Legislators representing Marinette County, the County Board Chairs of Florence, Oconto, Brown, Kewaunee and Door counties, Michigan Governor Rick Snyder, and the Michigan Department of Environmental Quality.

- Motion (Keller/Sauld) to approve Resolution No. 461-16. Motion carried.

Break 10:40 a.m. to 11:05

RESOLUTION No. 459 – 16

APPROVAL OF 2017 MAR-OCO LANDFILL ADMINISTRATION and OPERATIONAL BUDGETS

WHEREAS, the Mar-Oco Landfill budgets do not require either County to appropriate tax levy funds in 2017; and

WHEREAS, the Mar-Oco Landfill's continued operation is vital to maintaining a competitive solid waste market in Oconto and Marinette Counties; and

WHEREAS, the Mar-Oco Landfill Committee provided public notice of a public hearing on the proposed Mar-Oco Landfill budgets in the Peshtigo Times and the Oconto Reporter on August 23 & 31, 2016; and

WHEREAS, the Mar-Oco Landfill Committee held a public hearing on the proposed budgets on September 9th, 2016 to solicit public input and received none; and

WHEREAS, the Mar-Oco Landfill Committee has reviewed and approved the attached 2017 budgets,

NOW, THEREFORE, BE IT RESOLVED by the Marinette County Board that the 2017 Administrative and Operational budgets for the Mar-Oco landfill be approved as submitted and attached hereto.

- Motion (Sauve/Sauld) to approve Resolution No. 459-16. Motion carried.

RESOLUTION No. 460 – 16

SUPPORTING INCREASED FUNDING IN THE CHILDREN AND FAMILY AIDS ALLOCATION

WHEREAS, the Department of Children and Families provides funding to counties through the Children and Family Aids allocation for the provision of child abuse and neglect services, including prevention, investigation, treatment, and out-of-home placement costs; and

WHEREAS, base funding for child welfare services has not increased since the Department of Children and Families was created in 2009; and

WHEREAS, over the past few years, the child welfare workload has increased in all counties across the state; and

WHEREAS, the number of child protective services (CPS) referrals has increased by 30 percent since 2007 – from 55,895 referrals in 2007 to 72,698 in 2014; and

WHEREAS, the number of children in out-of-home care has increased from 7,653 in 2011 to 8,258 in 2015; and

WHEREAS, the number of screened-in CPS reports has increased from 18,706 in 2011 to 20,384 in 2015; and

WHEREAS, the number of Children in Need of Protection and Services (CHIPS) petitions filed with the court has increased 12.5 percent from 2008 to 2015; and

WHEREAS, counties are struggling to recruit and retain child welfare workers; and

WHEREAS, the stress of increasing caseloads is taking its toll on CPS workers, causing many experienced child welfare workers to leave the profession; and

WHEREAS, the leading cause of these increases is the use of heroin, opiates, and methamphetamines; and

WHEREAS, it is critical that counties have the resources necessary to ensure the safety of children in every corner of the state; and

WHEREAS, counties are struggling to identify resources to increase child welfare staff, especially given the significant overmatch counties already put in the human services system.

NOW, THEREFORE, BE IT RESOLVED that the Marinette County Board of Supervisors does hereby request that the state of Wisconsin, in its 2017-19 state biennial budget, increase funding to counties in the Children and Family Aids allocation to assist counties in serving the increasing number of children and families in the child welfare system; and

BE IT FURTHER RESOLVED that a copy of this resolution be sent to Governor Scott Walker, Department of Children and Families Secretary Eloise Anderson, Department of Administration Secretary Scott Neitzel, area legislators, and the Wisconsin Counties Association.

- Motion (Just/Sauld) to approve Resolution No. 460-16. Motion carried.

COUNTY BOARD

County Administrator and Finance Director reviewed 2011-2015 budget trends

- Motion (Just/Phillips) to approve 2017 User Fee Schedule with revision to reduce Sheriff's Department report copy fee from \$.50 to \$.25 per page. Motion carried.
- Motion (Holley/Policello) to approve 2017 Budget Policy as presented, with Administrator to identify structural deficit and provide a plan of correction for separate approval. Motion carried. Yes: 17, No: 11, Absent: 2, Voting no – Engel, Gustafson, Just, Marcely, Pazynski, Phillips, Porfilio, Sauld, Sauve, Schroeder, Whiting

Supervisor Zahn excused at 12:15 p.m.

Discussion to continue at October 25, 2016 meeting regarding "Budget Policy Message and Structural Issues" (July 26, 2016) and "Plan for eliminating all debt in 2029 while maintaining Marinette County road system and Highway Department" (August 30, 2016).

Supervisor Policello excused at 12:30 p.m.

EXECUTIVE

- Motion (Just/Bauer) to approve printing 2017 budget books for all supervisors. Motion carried. Yes: 14, No: 12, Absent: 4, Voting no – J. Anderson, Gustafson, Kloppenburg, Mailand, Pazynski, Phillips, Porfilio, Sauld, Sauve, Schroeder, Stankevich, Wruk
- Motion (Just/Polzin) to approve Chair Anderson's recommendation to temporarily replace Supervisor Behnke per Executive Committee's determination of sixty-day (60) inability to serve under Section 2.08 Committees of the County Board (3) Committee Appointments (c) Vacancies. Motion carried.
 - Supervisor Don Phillips – Law Enforcement and Emergency Management
 - Supervisor Ken Keller – Building and Property
 - Supervisor Bob Holley – Personnel and Veterans Service

BUILDING AND PROPERTY

- Motion (Schroeder/Phillips) to approve entering into an agreement with SGTS Inc. for building access control at a cost of \$114,563, funding from 2016 CIP, pending Corporation Counsel's approval. Motion carried.

LAW ENFORCEMENT

- Motion (Keller/Gustafson) to approve entering into an agreement with Camera Corner/Connecting Point for the replacement of the Marinette County Jail video system software and all video cameras at a cost of \$140,972.85, funding from 2016 CIP, pending Corporation Counsel's approval. Motion carried.

FINANCE

- Motion (Schroeder/Sauld) to approve transfer of \$49,075.20 from HHSD Fund Balance to S.S. Youth Aids – CCI – Care Children account for juvenile foster care placement. Motion carried.
- Motion (Schroeder/Phillips) to approve entering into agreements with Wisconsin County Mutual Insurance Company for property, liability, and third party administrator for excess worker's compensation insurance, pending Corporation Counsel's approval. Motion carried.
- Motion (Mailand/Meintz) to adjourn at 12:35 p.m. Motion carried.

Next meeting scheduled for October 25, 2016.

Kathy Brandt, County Clerk

Any exhibits/attachments mentioned above are available for public viewing and per the Marinette County copy policy upon request to the County Clerk.

Date approved/corrected:

2016 DEPARTMENT HEAD REPORTS

January	February	March
April	May	June Finance Human Resources
July Highway HHSD	August Forestry/Parks Land Information	September Information Services Emergency Management
October Maintenance Child Support Probate Corporation Counsel	November Library Dispatch	December University Extension

January 2016						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2016						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

March 2016						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April 2016						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May 2016						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June 2016						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

July 2016						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2016						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 2016						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2016						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2016						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2016						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2017						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2017						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March 2017						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2017						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2017						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2017						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

July 2017						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August 2017						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 2017						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October 2017						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November 2017						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

December 2017						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Calendar generated on www.timeanddate.com/calendar

WCA CONFERENCE

September 25-27, 2016 Milwaukee
 September 24-26, 2017 Wisconsin Dells
 September 23-25, 2018 LaCrosse

**MARINETTE COUNTY
 BOARD OF SUPERVISORS**

2016 COUNTY BOARD REFRESHMENTS

\$500 per year for coffee and refreshments
Attach receipt to the your expense account

January 26, 2016 Shirley Kaufman	February 23, 2016 Paul Gustafson	March 29, 2016 Paul Gustafson
April 19, 2016	May 31, 2016 Joe Banaszak	June 28, 2016 Vilas Schroeder
July 26, 2016 Paul Gustafson	August 30, 2016 Paul Gustafson	September 20, 2016 Kathy Just
October 25, 2016 David Zahn	November 8, 2016 Ted Sauve	December 20, 2016

PUBLIC COMMENT PROCEDURE

Marinette County Code of Ordinances

Chapter 2 – COUNTY GOVERNMENT

Section 2.05 - COUNTY BOARD RULES OF PROCEDURES

(6) (j) Rules of Order. Any person not a member of the County Board, desirous of addressing the County Board on any subject, shall first obtain permission from the County Board Chairperson. All such addresses shall be limited to 5 minutes unless otherwise extended by the County Board Chairperson.

(9) (a) Suspending, Changing and Interpreting the Rules. These rules may be suspended by affirmative vote of two-thirds of the members present. The vote on any motion to suspend the rules shall be taken by roll call vote.

Please contact Kathy Brandt, Marinette County Clerk (715) 732 - 7407 or Mark Anderson, Marinette County Board Chair (715) 732 - 7409 prior to the meeting to participate in the Public Comment.